



FTWW: Fair Treatment for the Women of Wales

Annual Impact Report and Financial Statements
for the year ended April 1st 2020

FTWW is a Registered Charity, Number: 1191069

Member of the Wales Council for Voluntary Action and Disability Wales

Annual Impact Report and Financial Statements for the Financial Year Ending 2019

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This Annual Impact Report provides an overview of our performance in light of the organisation’s aims, objectives, and future plans. We have also endeavoured to include some of the endorsements provided by our members in addition to financial summaries.

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LEGAL AND ADMINISTRATIVE DETAILS

FTWW: Fair Treatment for the Women of Wales is a registered charity, number 1191069

FTWW is a patient-led Disabled People's Organisation (DPO) and full members of Disability Wales. FTWW is also a member of the Wales Council for Voluntary Action (WCVA).

Board of Directors

Members of the Board during the year were as follows:

Chair: Katherine Luckock and, from March 2020, Dr Sally Rees

Treasurer: Jonathan Stevens

Secretary: Jonathan Stevens

Louise Evans – Digital Communications / Technical Support

Willow Holloway – Neuro-developmental Conditions Representative; Safeguarding Officer

Our Board incorporates professional experience of managing social enterprises, coaching, advocacy, law, teaching, research, and the chairing of national charities. Directors also have lived experience of primary, secondary, and tertiary care, as well as Crohn's Disease, endometriosis, adenomyosis, mental health conditions, and autism.

Sadly, this year saw the departure of Kat, our Chair since 2016, who had overseen our steady growth from a Facebook Group to a formally constituted third sector organisation. The end of the financial year brought new blood to FTWW, with Dr Sally Rees taking over as Chair and finalising our transition to registered charity.

Founder: Deborah Shaffer

Volunteer Campaign Leads: Jessica Evans (baby loss); Lisa Nicholls & Lara Morris (menopause)

Contact address: FTWW, Office 5, Plas Eirias Business Centre, Abergele Road, Colwyn Bay, Conwy, LL29 8BF

Medical Advisors / Support

Mr Richard Penketh, Consultant Gynaecologist, University Hospital Wales

Ms Elizabeth Bruen, Specialist Nurse Practitioner, University Hospital Wales

Mr David Rowlands Consultant Gynaecologist, Arrowe Park Hospital

Mr Thomas Aust, Consultant Gynaecologist, Arrowe Park Hospital

Ms Nahid Ghul, Consultant Gynaecologist, Arrowe Park Hospital

Mrs Geeta Kumar, Consultant Gynaecologist, Wrexham Maelor Hospital

DIRECTORS' REPORT

ABOUT US

Fair Treatment for the Women of Wales (FTWW) is the only patient-led third sector organisation in Wales dedicated solely to women's health equality.

We support, inform, educate, and empower girls and women in Wales who are suffering a range of health conditions and who are not receiving adequate (or fair) treatment. As 'experts by experience', we and our growing team of volunteers, research and advocate for women's healthcare needs locally, nationally, and at a UK-level.

FTWW provides women in Wales with the knowledge they need to challenge discriminatory, or just unfair, practices in both clinical and work settings, and the confidence to use that knowledge, whilst also raising public awareness of women's experiences and healthcare needs.

THE OBJECTS OF THE ORGANISATION

The preservation and protection of good health of women living in Wales for the public benefit by:

- Providing information and advice in working to address health inequalities for women living in Wales including by Maintaining an online presence for women living in Wales who are experiencing a range of health issues and Providing advocacy, advice, and support via electronic means, telephony, and in-person
- Raising awareness of women's health and related services with the public, health service providers, professionals, academics, and policy makers in Wales
- Conducting research and disseminating the useful results

STRATEGIC OBJECTIVES FOR 2018 - 2021

- To continue to give women a voice at both a local and strategic level across Wales, striving to ensure that women in Wales have access to the health services and support they need and have a right to access;
- To continue addressing health inequalities for women in Wales, whilst also empowering and supporting members to advocate for themselves and challenge unfair policy and practice;

- To ensure financial sustainability of the organisation within the three-year period, so we can continue to provide the services and support we currently offer, whilst looking to employ a small team of staff to service the organisation;
- To recruit and train more volunteers to assist us in delivering our activities, projects, and initiatives;
- To develop our operational practices and procedures to improve the effectiveness of our resources, be they financial, personnel, and / or knowledge;
- To continue developing our Welsh-language provision

WHY FTWW IS NEEDED

- To combat taboos around gynaecology which can delay help-seeking;
- To challenge old-fashioned attitudes and prejudice, whereby many women report having their health concerns dismissed, normalised and / or being told they're psychological in origin;
- To improve healthcare professionals' and policy-makers' knowledge and appreciation of women's lived experience
- To campaign for investment in, and development of, services and / or specialist provision in Wales
- To increase knowledge and implementation of existing referral pathways within / outside of Wales and, where those don't currently exist, to campaign for their creation

FTWW provides an informal setting where women can share experiences, but we also organise more formal consultations and research activities. These often then form the basis of our campaigns, efforts to influence government(s) and health services / organisations for improved strategy – in Wales and beyond.

We want women's lived experience to be informing improvements in our healthcare. We want to co-produce services, not be consulted on them afterwards:

'Nothing about us without us'

CHAIR'S FOREWORD

Thank you for reading our annual report!

I welcome the opportunity to present this Annual Report (2019-2020) as the new Chair of FTWW. I joined the Board at the end of February 2020 having watched the organisation grow, being impressed with the activities of the many proactive members of the organisation and the impact FTWW was making across a range of women's health-related issues. When I joined FTWW, Wales was beginning to realise that, as a population, we would not be exempted from the devastating effects of Covid-19, something that will undoubtedly be reflected in next year's annual report.

Looking back over the period from April 1st 2019 to March 31st 2020, however, there have been significant highlights and key achievements, including our being invited to speak at the British Society for Gynaecological Endoscopy (BSGE) Annual Conference in May 2019, hosted by Mr Richard Penketh, Cardiff & Vale's Lead Endometriosis Specialist and his team, at Newport's Celtic Manor Resort. The following month, FTWW co-hosted the first All-Wales Menopause Summit, held in Cardiff. The keynote speech was delivered by Jane Hutt MS, Deputy Minister, to an audience of specialist clinicians, campaigners, businesses, and women themselves and discussions took place around symptoms, treatment, and supporting women in the workplace.

This year also saw us launching our menstrual well-being education campaign to ensure that all schools in Wales are required to deliver standardised teaching on the topic. The campaign was established in response to the Westminster Government's commitment to making it compulsory in England from September 2020. We were pleased to have a meeting with Education Minister, Kirsty Williams, in June 2019 to discuss the issue and have continued lobbying since then.

October saw FTWW organising the inaugural Women's Health Equality Event (WHEE) for Wales, in North Wales. Completely patient-led, the event was sold-out, and saw healthcare professionals, Welsh Government, campaigners, and people from across Wales participate in a range of workshops on all things women's health, discuss Welsh Government strategy to improve services, and learn more about how to identify and challenge unconscious bias. The post-event report, detailing participants and content can be found here: [FTWW-Report-on-WHEE4Wales](#).

In March 2020, we began the process of strengthening our Board, developing recruitment packs for the next financial year. We commenced the application process to become a Charitable Incorporated Organisation, with the support of Social Business Wales, and were especially pleased to be able to recruit a new paid member of staff who is supporting the organisation to progress priorities, alongside our excellent board of trustees.

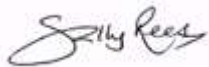
As this reporting period drew to a close, the FTWW Board made the decision to focus on the following priorities for 2020 onwards:

- Increase our funding to employ staff by submitting co-produced grant applications
- Agree the campaigns to take forward by working with our members and our Board of Trustees on their key priorities
- Continue to raise awareness of women's health-related issues with Welsh Government to improve access to specialist services
- Provide a more blended approach to delivery, including more face to face activities across the 7 Regional Health Board areas

As we write, the latter of those priorities will continue to present challenges, not only to FTWW but many other enterprises, as we seek to move face-to-face activities to online during the Covid pandemic. As a health equality organisation, FTWW is only too aware of digital exclusion and will do its best to continue advocating for the needs of those women in Wales whose access to both healthcare and support at this time is most difficult.

Thank you for reading our 2019-20 annual impact report – we look forward to catching up with you again this time next year!

With very best wishes

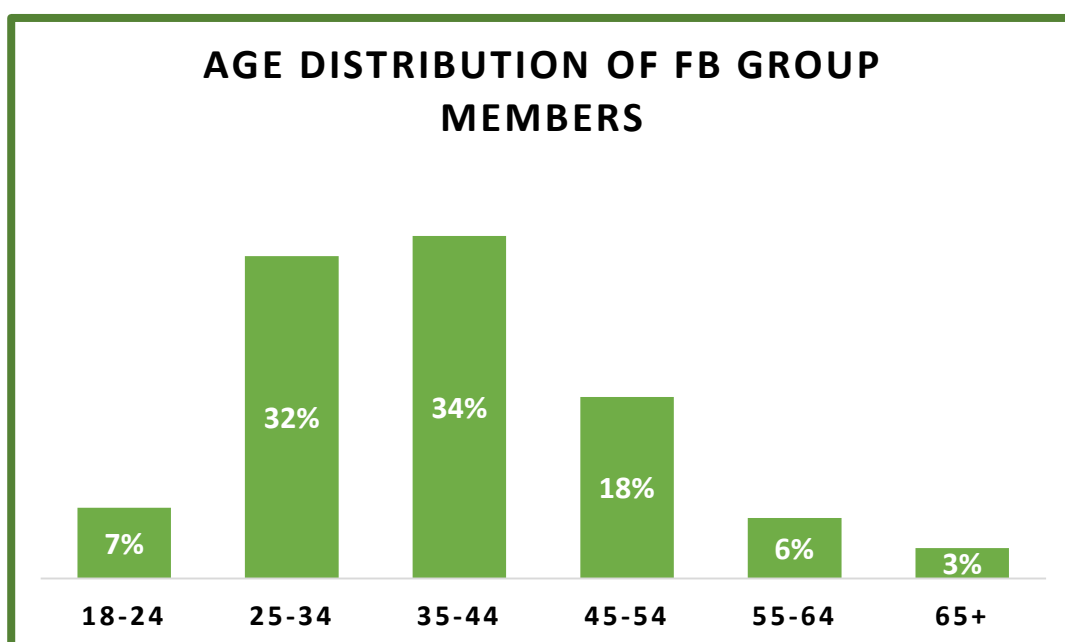
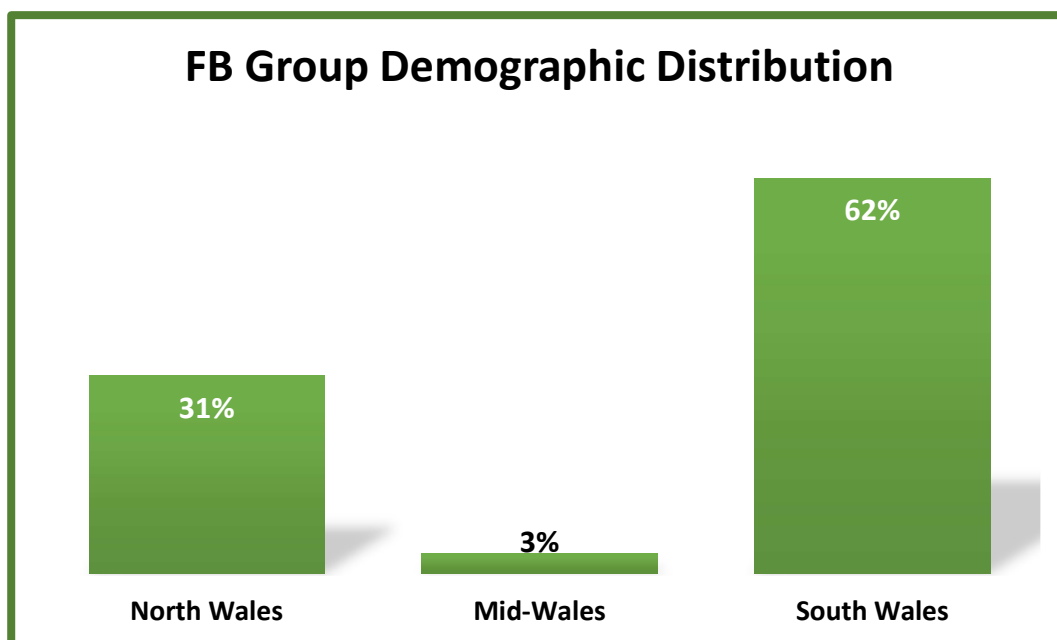
A handwritten signature in black ink that reads "Sally Rees". The signature is written in a cursive, flowing style.

Dr Sally Rees, FTWW Chair

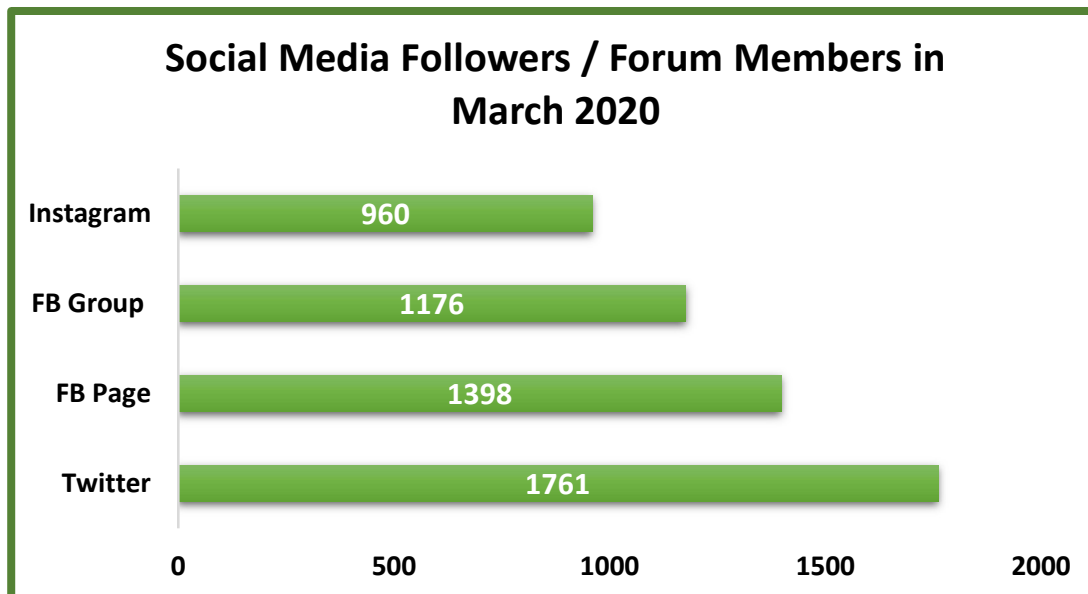
KEY ACHIEVEMENTS

Support for Women and Girls in Wales, Living with Chronic / Recurrent / Invisible Health Conditions

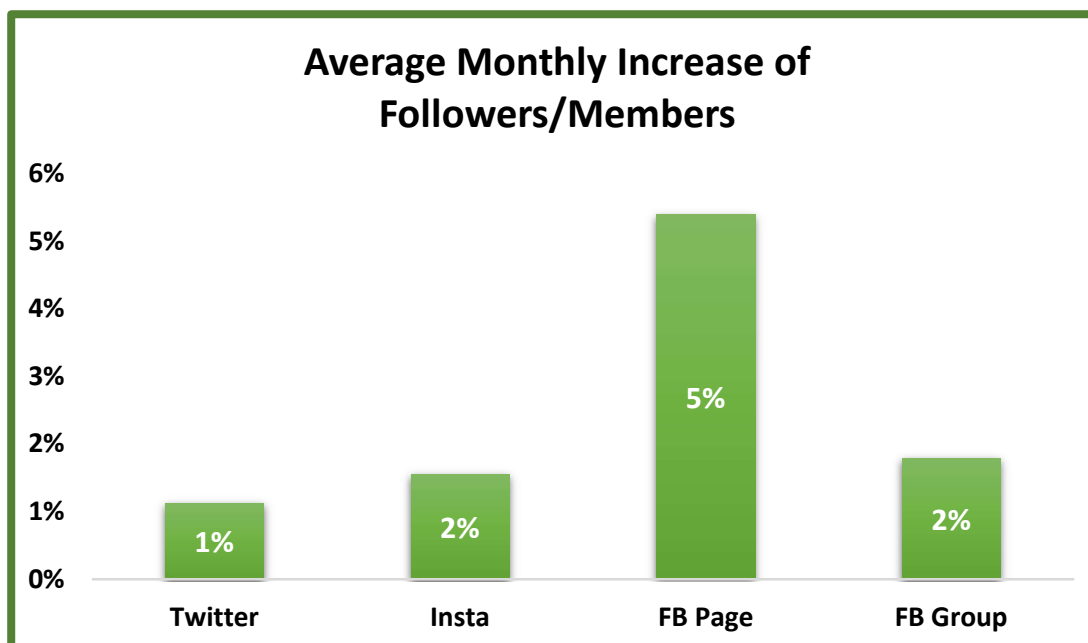
✓ **Online Support Group (Facebook private group)** – Increased membership to 1176, up by 24% since this time last year. Averaging over 140 new threads each month, 1042 comments and 1555 reactions. About 10% of posts offered members the opportunity to participate in online consultations, surveys, or to attend lectures or events.



✓ **Website and Facebook Page** – providing regular updates on FTWW activities, news and downloadable resources. Our website had over 10,500 hits between April 2019 and March 2020, during which the Facebook page received over 560 ‘page’ likes, and 1398 ‘page’ followers.



✓ **Social Media and online presence** - further developed the ways in which women can find us using Twitter; Instagram; the FTWW Website, and a FTWW public-facing Facebook page.



✓ Continued to provide bi-lingual resources and website content

✓ Distributed thousands of information leaflets across Wales

- ✓ Sent 10 bi-lingual mailshots to signed-up members of FTWW, including invitations to events and newsletters
- ✓ Successfully maintained a North Wales in-person support group



***North Wales
Members'
Christmas 2019
Meet-Up***

- ✓ Continued to provide telephone and email support to those seeking help or information about women's health services in Wales
- ✓ Signposted members to other condition / issue-specific peer-support groups and organisations
- ✓ Maintained and grew a North Wales Gynae Voices Service Development Forum which we co-chair with local health board personnel. This year saw us supporting a successful business case for a specialist menopause clinic, contributing to the development of an outpatient hysteroscopy clinic, ensured patient representation on task & finish groups for fertility and emergency gynaecology, and developing a range of patient information leaflets
- ✓ Engaged in ongoing discussions with Cardiff University around developing a Women's Health & Wellbeing Policy for staff and students.

INFORMATION, RESEARCH, ADVOCACY

During this 12-month period, FTWW has contributed to a wide range of health and social care-related events, seminars, workshops, and consultations. We have continued our advocacy efforts for women in Wales living with chronic / recurrent health conditions by ensuring members have a seat on various Boards and forums both within Wales and farther afield.

We believe very strongly in our unique perspective on local and national health strategy: FTWW is entirely patient-led and maintains a very immediate and ongoing dialogue with members via our 24/7 online support and involvement group. We are pleased to say that our focus remains on ensuring those voices are heard, facilitating women's involvement in initiating change and co-producing services at every level.

We:

- ✓ Ensured Welsh women's voices were heard at the Royal College of Obstetricians & Gynaecologists' satellite meeting on Menstrual Health
- ✓ Participated in Bangor University's development of a new Nursing Curriculum for North Wales
- ✓ Contributed to the North Wales Health Board's Rheumatology Service review
- ✓ Co-hosted the first-ever All-Wales Menopause Summit for Wales, held in Cardiff



The All Wales Menopause Summit in Cardiff

- ✓ Continued developing web-based resources for GPs as part of the RCGP's Women's Health Stakeholder Group programme

- ✓ Represented the Welsh patient experience at RCGP's GP Revalidation Workshop, 'Hot Topics for the 4 Nations'
- ✓ Inputted women's health concerns to the Bevan Commission's Advocacy programme
- ✓ Facilitated members' involvement in the ongoing development of web resources for Wales on endometriosis and period health
- ✓ Advocated for women on the British Heart Foundation's patient involvement workshop for 'Improving Services in Wales'
- ✓ Ensured members' participation in a range of research projects, including Chwarae Teg's examination of 'Disabled Women's Barriers to Employment', a Wales-wide study on 'Care-coordination for Rare Diseases', and the second Welsh Government 'Measuring the Mountain' study, looking at people's experiences of health and social care in Wales.
- ✓ Organised the inaugural Women's Health Equality Event (WHEE) for Wales in Llandudno Junction, North Wales, funded by the National Lottery



WHEE 4 Wales Volunteers 2019

- ✓ Ran stalls at a number of conferences and events across Wales, including the BSGE 2019 annual conference; Motiv8, a Health & Wellbeing event for North Wales; the All-Wales Menopause Summit for Wales; Network She's Healthcare Professional Education Days on Women's Health, and WEN Wales's Women's Rights Conference

- ✓ Took part in a short film, promoting FTWW's work, created by Rosa, for UK-wide distribution
- ✓ Entered submissions to, or participated in, a range of consultations, including:
 - Welsh Government's consultations on *'Relationships & Sexuality Education (RSE)'* and *'Health & Wellbeing'* for the new school curriculum for Wales
 - Welsh Government's Centre for Innovation & Research, *'Unmet Health Needs'*
 - Royal College of Obstetricians & Gynaecologists (RCOG) patient information leaflets and scientific impact papers
 - WCVA's *'Review of Strategic Partnerships'*; *'The State of the Health & Social Care Sector in Wales'*; *'Funding Issues for the Voluntary Sector in Wales'*
 - Welsh Government's *'Partnership Working with Regional Partnership Boards and Health Boards across Wales'*
 - RCOG's Women's Health Strategy for the UK, *'Better for Women'*
 - UK Menstrual Health Coalition, *'Heavy Menstrual Bleeding'*
 - National Institute of Clinical Excellence (NICE) Guideline for *'Heavy Menstrual Bleeding'*
 - Disability Wales, *'Access to Outdoors: Visit Wales Guide for Businesses'*
 - Bevan Commission's paper on *'Rights and Responsibilities of Patients in Wales'*
 - WCVA's review of Welsh Government's *'Connected Communities'*, its strategy to deal with loneliness and social isolation in Wales



RCOG Women's Health Taskforce in London

- ✓ Represented service-users at events, conferences, seminars and workshops, including:
- Welsh Government's *'Gender Equality for the School Curriculum'* Engagement Event
 - RCGP workshop on the Revalidation of GPs
 - RCGP's Women's Health Spotlight Workshop, where we co-produced resources for GPs
 - WHIG Wales workshop exploring a potential Endometriosis Website
 - Wales Audit Office workshop, *'Making an Equal Wales a Reality'*
 - Public Health Wales's annual conference, *'Building a Healthier Wales'*
 - Welsh Government's *'Diversity in Democracy'* workshop
 - Higher Education Funding Council for Wales (HEFCW) *'Student Wellbeing & Health'* conference
 - *'Window on Endometriosis'* clinical lecture for Wales
 - RCOG's *'Better for Women'* Strategy launch event at the House of Commons
 - Welsh Government's workshop on the *'Socio-Economic Duty for Wales'*
 - Disability Wales / DRILL workshop on *'Co-production in Research'*
 - Disability Wales Summit on *'Brexit and its Impact on Disabled People'*

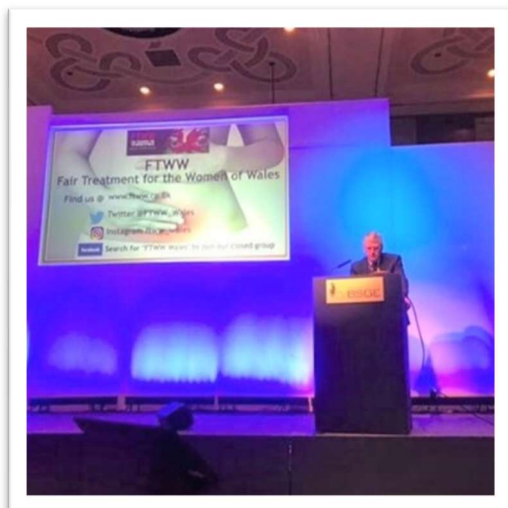
- ✓ Gave presentations at a wide range of events, including:
- BSGE Conference in Newport, where FTWW volunteers spoke about the lived experience of endometriosis and trying to access care
 - WEN Wales's Mentoring Programme, where we delivered a talk on *'How to Run an Effective Campaign'*
 - WHIG Wales executives' meeting, calling for their support in our Menstrual Wellbeing Education campaign
 - The All-Wales Menopause Summit
 - Network She's Healthcare Professionals' Women's Health Education Day, where we facilitated a workshop on menopause for GPs
 - Bevan Commission evening, where we delivered a presentation on co-production in women's health to health board executives
 - Conwy Health & Wellbeing Third Sector Network
 - Sexpression UK's annual conference, held in Cardiff, on FTWW's campaigns to date
 - Soroptomists Llandudno Branch
 - The Cross-Party Group for Women's Health, on endometriosis



**BCUHB
Gynaecology
Voices Forum in
North Wales**

✓ Represented service-users and / or grassroots organisations on a range of Boards, Groups, and Programmes including:

- the Bevan Commission's Advocacy Programme
- the RCGP Patient & Carer Partnership Group
- the RCGP Women's Health Stakeholder Group
- the North Wales / BCUHB Women's Directorate Board
- the RCOG Women's Network
- WCVA's Health, Social Care and Well-being Planning Group
- BCUHB's Equality Stakeholder Group
- WCVA's Social Prescribing Network
- BCUHB's Gynae Voices Forum
- Welsh Government's Women's Health Implementation Group
- the Welsh Assembly's Cross-Party Group for Women's Health
- the Welsh Assembly's Cross-Party Group for Women
- the Welsh Assembly's Cross-Party Group for Disability and Autism
- Welsh Government's Bereavement Support Working Group
- The Equality and Human Rights Commission (EHRC) Wales Exchange



Mr Richard Penketh Opening the BSGE Conference



Prof Lesley Regan RCOG's Better for Women Launch

CAMPAIGNING

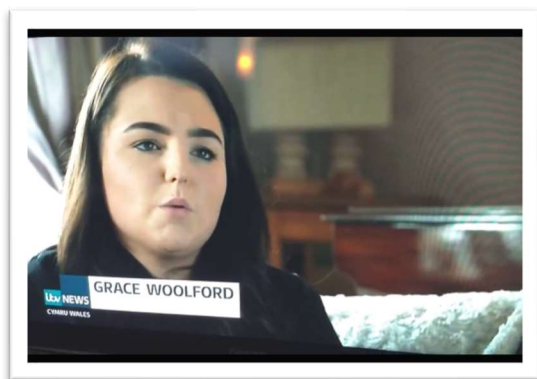
We have:

- ✓ Continued to lobby for specialist pregnancy loss clinics in Wales, work which has seen us initiating and maintaining discussions around developing and implementing a business case with health boards in north and south Wales, and Welsh Government
- ✓ Published our patient-led report, *'Making the Case for Better Menopause Services in Wales'* with foreword by leading UK campaigner and menopause counsellor, Diane Danzebrink
- ✓ Met with Kirsty Williams, Education Minister for Wales, to discuss the mandatory inclusion of Menstrual Wellbeing Education on the new school curriculum for Wales
- ✓ Officially launched our campaign for mandatory *'Menstrual Wellbeing Education on the Wales School Curriculum'* with correspondence to the Health Minister, including letters from the WHIG, the Children's Commissioner for Wales, the Future Generations department, and Leanne Wood MS.
- ✓ Co-wrote the Women's Health section of WEN Wales and Oxfam Cymru's Feminist Scorecard for the attention of Welsh Government. Using their traffic light system, women's health was the only area of the scorecard which was 'red', demonstrating more work urgently required.

✓ Began lobbying Welsh Government and the WHIG for specialist endometriosis nurses across Wales

✓ Raised the profile of women's health in Wales via media coverage:

- April 2019 saw our annual EndoMarch events receiving coverage in the British Herald, the Denbighshire Free Press, the North Wales Pioneer, and Gair Rhydd, Cardiff University's Student Newspaper
- The Leader Live featured FTWW's founder's contributions to WEN Wales's North Wales International Women's Day Event at Theatre Clwyd
- In May, FTWW's Menstrual Wellbeing Campaign, and member Jaimee's EndoWall, featured on ITV Wales
- In June, FTWW's Baby Loss Campaign Lead, Jess, saw her experience of recurrent miscarriage covered by both Wales Online and the Daily Mail
- Also in June, the All-Wales Menopause Summit, co-hosted by FTWW, received coverage in the West Wales Chronicle and ITV Wales news
- In July, we were pleased to contribute our take on the All-Wales Menopause Summit to WEN Wales's blog
- August saw extensive coverage of endometriosis, diagnostic delay, and the need for Menstrual Wellbeing Education in Wales on ITV Wales news, with members Grace and Lowri contributing their perspectives



Grace and Lowri on ITV Wales News representing FTWW

- In September, we were delighted to see the West Wales Chronicle promoting our WHEE 4 Wales event. The event was subsequently covered in October by the North Wales Pioneer.
- October proved to be a busy month media-wise, with the Western Mail interviewing us for their article on young women's low uptake of cervical screening, and, following results of a Endometriosis UK and BBC survey, lots of coverage on BBC Wales TV, featuring FTWW members, Jaimee and Lowri. More FTWW volunteers provided commentary, with Llinos being interviewed live for Welsh-speaking Newyddion 9 on S4C, and Alex on Radio 5 Live.



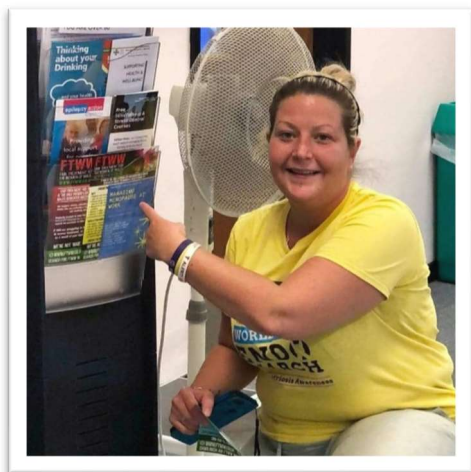
Llinos representing FTWW on S4C News

- Also, during October, FTWW was pleased to initiate media coverage of trans-parenteral nutrition and patients' inability to access it in Wales. The topic was subject of a half hour BBC Wales radio documentary, 'Eye on Wales' and BBC Wales news.
- 2019's media involvement culminated with FTWW's report on miscarriage care in Wales and Jess's story being featured by BBC Wales.
- 2020's coverage began in March, with Jenny Rathbone MS, Chair of the Cross-Party Group for Women's Health, discussing endometriosis and our prospective EndoMarches, in the Senedd, followed by The Wrexham Leader building up to the event in Mold, North Wales. Very sadly, of course, Covid-19 resulted in our Marches having to be cancelled.

RESOURCING

✓ We continue to ask for members' involvement in activities as much as possible, in the knowledge that their lived experiences are what makes the organisation authentic. This year saw us establishing a cohort of regular volunteers, as well as starting work on developing a training programme to assist them in representing the organisation and women's health concerns more generally.

✓ This financial year saw 15 volunteer representatives across Wales regularly representing FTWW and the Welsh patient experience, including meetings as diverse as exploring miscarriage care, consultations on the new school curriculum, workshops looking at the 'Future of Gender Equality', the 3rd sector's role in delivering Wales's long-term strategy for health & social Care; focus groups on hysteroscopy and disabled women's barriers to employment; attending conferences and lectures; delivering talks on endometriosis, fertility, and menopause, and being interviewed on a range of media about both the organisation and all-things women's health!



Karla restocking FTWW leaflets at UHW Cardiff



North Wales Members taking part in Measuring the Mountain

- ✓ A key element of our volunteer programme has been to create and distribute a range of 'crib-sheets' to provide our representatives with information and increase their confidence. This year saw us adding to those already available with an additional resource on '*Menstrual Wellbeing*'.
- ✓ The range of resources now provided to volunteers resulted in our creating a handy FTWW Volunteer Pack, so that representatives are sufficiently equipped to take notes at the various meetings they attend on our behalf.
- ✓ Our range of ever-popular pocket-sized, bi-lingual, Myth-Busters increased to include one on '*Periods*'.
- ✓ Successful fundraising has meant that we are now able to routinely pay volunteers' travel expenses and any additional costs incurred. This proved vital in our entirely patient-led WHEE4Wales event, enabling us to provide travel bursaries for volunteers and attendees on low incomes.
- ✓ In-kind donations make up a large part of our provision, including hosting our website, and the designing of resources – continuing thanks to Madamadari.com
- ✓ Fundraising activities have included a fantastic fun-day in Llangollen, organised by long-standing FTWW member, Anna. Increasingly, FTWW has raised monies through donations for giving presentations and talks, although we are now looking to formalise this arrangement. Our members continue to support the organisation through LocalGiving and EasyFundraising, giving a percentage of profits from their businesses, and donations to FTWW in lieu of birthday gifts. We are, and remain, eternally grateful for the enthusiasm and dedication of our donors



Anna raising funds for FTWW at her Family Fun Day in Llangollen

✓ This financial year saw FTWW commence an application to the UK Charity Commission to become a registered CIO – Charitable Incorporated Organisation – which should see us in an even better position to secure sustainable funding into the future. A key part of this has involved us looking to expand our Board; a Trustee Recruitment Pack has been created accordingly.

✓ We are pleased to announce that we were successful in securing continuing support from the Rosa Fund for Women and Girls. This saw them providing us with sufficient monies to rent and equip an office base in North Wales, where our part-time member of staff was able to carry out administrative, engagement, and volunteer-focused activities. Their funding has also seen us able to reimburse volunteers' expenses, pay for translation and printing costs. Thank you, Rosa!

✓ The National Lottery's Awards for All / Community Fund was used to finance our hugely successful Women's Health Equality Event in October 2019, which saw healthcare professionals, campaigners, and patients come together to participate in an array of informative and empowering workshops. Lottery funding not only paid for room hire, resources, refreshments, and filming, it also enabled us to provide travel bursaries for those on low incomes. Thank you, National Lottery!



TRAINING UNDERTAKEN

We believe that it is very important for our Board and volunteers to participate in relevant training sessions and courses as far as possible. Over the last 12 months, the following have been attended:

- ✓ WEN Wales, 'Mentoring Women Programme', including Welsh Politics and Decision-Making
- ✓ WEN Wales's Organisational Mentoring Programme, including governance and strategy development
- ✓ Cardiff University's 'Drawing Out for Invisible Illness' workshop facilitation training
- ✓ Bangor University's Equality and Diversity Training
- ✓ NHS / Public Health Wales's Screening – Brief Intervention Training Programme

AWARDS & ACCOLADES

- ✓ FTWW is runner-up in the first ever Wales Charity Awards: 'Change Makers' category
- ✓ FTWW, and Baby Loss Campaign Lead, Jess Evans, nominees in the yet-to-be-held Welsh Women's Awards



Highly Commended - Welsh Charity Awards 2019

FUTURE PLANS

As we write, we're now about halfway through the financial year 2020-21; this year has seen a dramatic change in the way FTWW has contributed to pan-Wales health service development, with the dramatic emergence of Covid-19. The future plans we outlined this time last year have had to be adapted to take account of the unprecedented circumstances in which we all find ourselves.

As a patient-led organisation, whose members and volunteers are living with chronic or recurrent health conditions, and often disabled, the move to home-working has enabled our participation in many more involvement opportunities, something that may have been denied to us previously. However, despite our welcoming the increase in calls for our input, self-care must not be allowed to take a back-seat.

2020-21 has seen FTWW continuing to provide extensive support and advocacy for women across Wales, with an expanding range of resources proving popular with both service-users and healthcare providers. Not only that, we have increased our provision of bi-lingual newsletters to signed-up members to one per month. This has been necessary, given the fast-moving pace of events and FTWW participation. We very much hope to continue to provide this level of communication.



FTWW Board Meeting – Strategy Day

FTWW continues to raise awareness, campaign, and lobby for improved understanding and services for those living with chronic / recurrent / invisible health conditions across the country, whether this be through media coverage, participating in relevant events and / or meetings, submissions to appropriate consultations, or our own patient-led reports to Welsh Government and the health boards in Wales.

To continue to be effective in this regard, we need to focus on ways to support our membership and increase their capacity to represent the lived experience of women's

health locally and nationally, ensuring co-production of services at every level. As a result, we will be looking to develop and resource:

- ✓ Online peer support groups, in north, mid, and south Wales, run by our volunteers
- ✓ Gynae Voices Service Development Forums in each health board
- ✓ The role of our administrative and engagement officer, to assist with data collection, evaluation, and volunteer support
- ✓ Our range of bi-lingual Myth-Buster booklets and making them downloadable
- ✓ Our volunteer induction and training programme
- ✓ Our campaign to see Menstrual Well-being a mandatory component of the new school curriculum for Wales from 2022
- ✓ Continuing work with Welsh Government, health boards, and other agencies to improve health services for women, including menstrual wellbeing, endometriosis, baby loss, menopause, and other issues associated with women's health experiences in Wales
- ✓ On-going representation on North Wales women's service development groups, including emergency gynaecology unit provision, endometriosis, and recurrent pregnancy loss
- ✓ Links in South Wales with regards to developing a specialist recurrent baby loss clinic
- ✓ Partnership working with members and other organisations on campaigns including Ehlers Danlos Syndrome (EDS) and auto-immune conditions
- ✓ A patient-led Women's Health Manifesto in the run-up to 2021's Welsh Parliament elections
- ✓ Our work with RCOG and Welsh Government on the development of a bespoke women's health strategy for Wales
- ✓ More formal provision of patient-led consultancy and facilitation, as part of a sustainable funding plan for the future
- ✓ Further investigation into ways of online fundraising
- ✓ Exploring and applying for a range of grants / funding opportunities

A SELECTION OF ENDORSEMENTS, TESTIMONIALS, AND PICTURES

FTWW provided me with information and, most importantly, support at a time in my life I felt most alone and vulnerable

Seriously saved my life

There is always plenty of support and shared experience. You never feel alone

I got support I needed with the menopause and have gone on to help others too

I have received so much information from the members that it has completely changed my life

Everybody aims to help; a very kind and thoughtful ethos has been nurtured on the site

As a result of their help and advice I have had treatment that I didn't even know was a treatment option before

The support group made me aware of how to raise concerns about my hospital treatment and encouraged me to follow up

FTWW gave me the information I needed to seek the correct treatment

Without this group I would never have got my referral to a specialist hospital where I had excision surgery

If it wasn't for this group, I wouldn't have been diagnosed with endometriosis, never mind adenomyosis, and I would not have my little boy

When I have been unsure about what I should ask for at my GP, this group has been invaluable with their advice

It's lovely to get to meet other members and discuss what's important to us moving the group forward

I absolutely loved the WHEE4Wales event, it's helped make me feel more assertive and empowered

I attended the conference... (It was a) really inspiring day; made new friends too

Meeting like-minded people with similar conditions is empowering!

Meeting other women who share similar stories of battling to have their health concerns taken seriously makes you realise that you aren't as alone as it often feels

Some fantastic work and results have been achieved because of the work of the ladies at FTWW

I've had the opportunity to speak to S4C, BBC, Cymru Fyw, Wales Online and participate in two EndoMarches

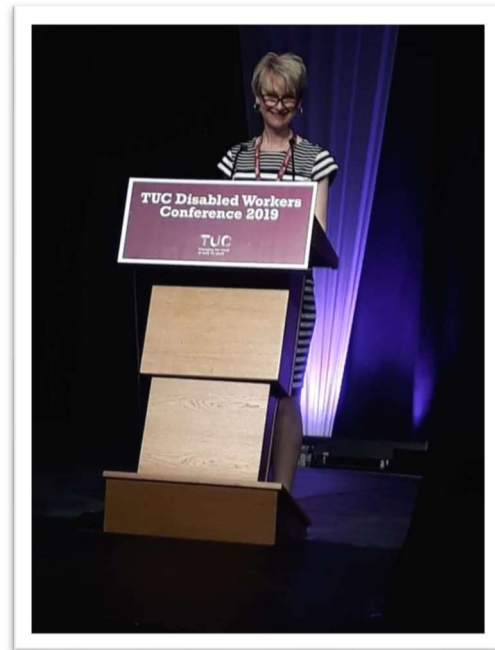
I feel that FTWW is building a path towards earlier diagnosis for women by informing them of pathways to gold standard endo centres

The amount of effort by FTWW gives me confidence that real change will happen in Wales

FTWW GALLERY 2019-20



Lowri - Cross Party Group for Women's Health in the Senedd



Lara Discussing our Work - TUC Disabled Workers Conference, Bournemouth



Amy at the Motiv8 Health & Wellbeing Event, Colwyn Bay, North Wales



Gynaecology Panel WHEE 4 Wales



Debbie & Lotte at the 2019 BSGE Conference



Lisa at Torfaen Council's Menopause at Work Event

FINANCIAL STATEMENT AND ACCOUNTS

Summary of Financial Position 2019-20

The following is drawn for the accounts of the Organisation and provides an overview of financial activity for the period 1st April 2019 – 31st March 2020.

The Organisation brought forward a balance of **£ 18 115.49** from 2018-19.

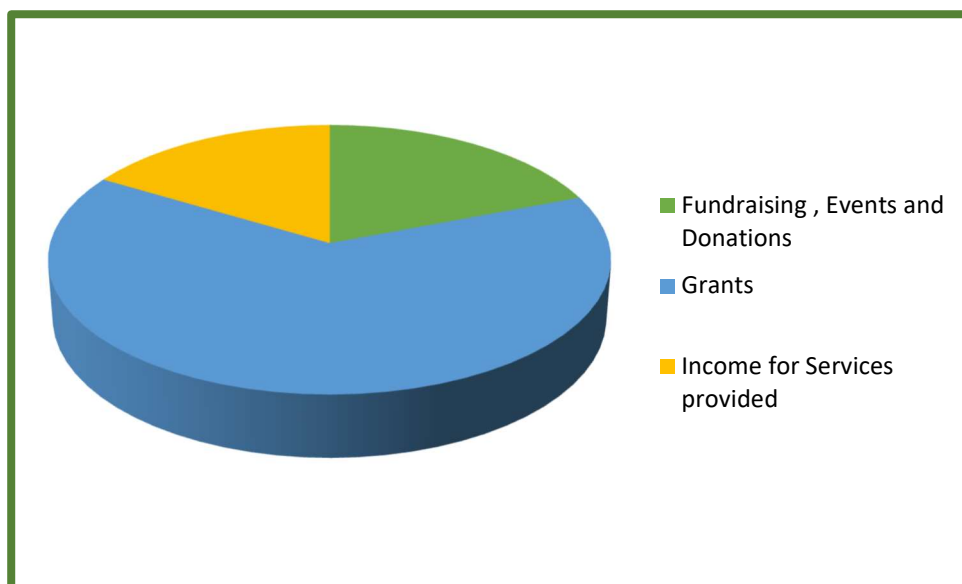
Income

Between the 1st April 2019 and the 31st March 2020, the organisation generated a total income of **£30 311.47**.

A breakdown of Sources of income is as follows.

<i>Fundraising, Events and Donations.....</i>	<i>£ 5811.47</i>
<i>Income for Services Provided.....</i>	<i>£ 5000.00</i>
<i>Grants</i>	<i>£ 19 500.00</i>

The relative proportions of income can be seen in the chart below.



There has been a sustained income this year, comparable to 2019, based on the securing of funding through grants which accounts for 64% of the organisation's income. This is in line with our aim to secure funding from beyond just donations and fundraising activity which only two years ago comprised the bulk of income. Grant funding received in this year is restricted to specific activities, including:

- Women’s Health Equality Event, funded by National Lottery Awards for All
- Office rental and wages, funded by both Rosa UK Fund for Women & Girls; Community Foundation Wales

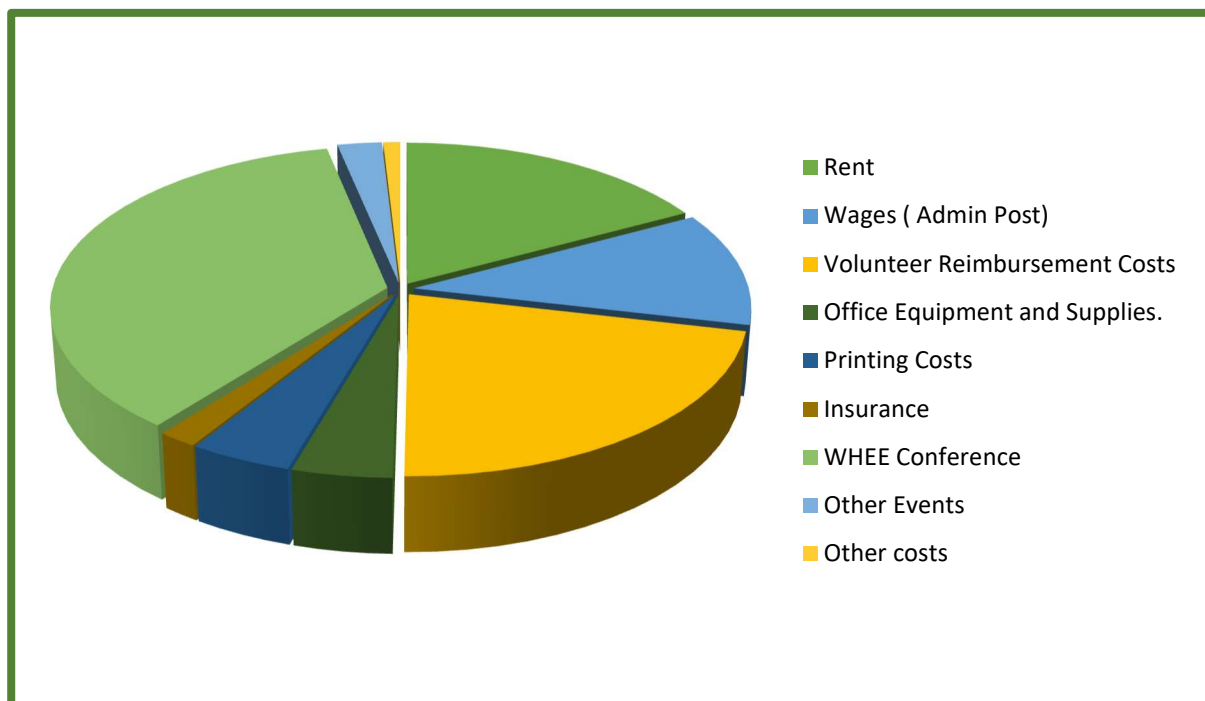
Expenditure

Between the 1st April 2019 and the 31st March 2020 expended a total of **£ 26 929.93** in furtherance of its aims and objectives.

A breakdown of expenditure is as follows.

Rent	£4 620.00
Wages (Engagement & Admin Officer Post)	£3 086.96
Volunteer Reimbursement Costs	£5 821.17
Office Equipment and Supplies.	£1 153.75
Printing Costs	£1 186.48
Insurance	£452.84
Events Costs:	
WHEE Conference	£9 717.67
Other Events	£645.94
Other costs	£245.12

The relative proportions of expenditure can be seen in the chart below.



As the organisation has grown and developed, so the expenditure has grown from £9 145.70 in 2019. The predominant type of expenditure incurred, i.e. staffing and premises, signifies

the increasing sustainability of the organisation and a recognition on the part of funders that the organisation is clearly fulfilling its charitable objects. Going forward, we envisage our grant-funding continuing to increase, reflecting steady expansion and consolidation of the organisation's work across Wales.

The significant one-off event costs incurred by the successful stand-alone Women's Health Equality Event came within budget and provided clear evidence of the need for projects of this nature. FTWW will continue to investigate funding possibilities in this regard, including both grant-funding and sponsorship.

The closing balance of funds available to the organisation on the 31st March 2020 was
£ 21 497.03.

The breakdown of restricted and unrestricted funds carried forward at 31st March 2020 is

Restricted£ 10 764.79

Unrestricted.....£ 10 732.24

The organisation is actively exploring new funding streams and it is hoped that 2020-21 will see further opportunities secured and development continue. Of priority going forward is the need for FTWW to focus on increasing unrestricted funds and developing its business model.

We would like to thank all our members, volunteers, and supporters for their continued endorsement of FTWW: Fair Treatment for the Women of Wales and you for reading this, our Annual Report 2019-2020

We look forward to welcoming you back next year!

